

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 216\*
Committee Substitute Favorable 5/31/89

Short Title: School Employee Salary Schedule.

(Public)

Sponsors:

Referred to:

February 15, 1989

A BILL TO BE ENTITLED
AN ACT TO ESTABLISH NEW SALARY SCHEDULES FOR CERTIFIED AND
NONCERTIFIED PUBLIC SCHOOL EMPLOYEES.

The General Assembly of North Carolina enacts:

Section 1. (a) Beginning July 1, 1989, and ending June 30, 1992, the
following monthly salary schedule shall be phased in for certified personnel of the
public schools who are classified as "A" teachers. The schedule contains 30 steps with
each step corresponding to one year of teaching experience.

Table with 5 columns: Yrs. Exp., 1988-89 Salary, 1989-90 Salary, 1990-91 Salary, 1991-92 Salary. Rows 10-23.

1	13	2,295	2,438	2,598	2,731
2	14	2,295	2,521	2,636	2,785
3	15	2,400	2,543	2,706	2,841
4	16	2,516	2,631	2,746	2,898
5	17	2,516	2,726	2,819	2,956
6	18	2,640	2,749	2,897	3,015
7	19	2,640	2,850	2,939	3,075
8	20	2,765	2,874	3,021	3,137
9	21	2,765	2,976	3,065	3,199
10	22	2,765	3,001	3,149	3,263
11	23	2,765	3,027	3,195	3,329
12	24	2,765	3,053	3,241	3,395
13	25	2,765	3,079	3,288	3,463
14	26	2,765	3,106	3,336	3,532
15	27	2,765	3,134	3,386	3,603
16	28	2,765	3,162	3,436	3,675
17	29+	2,765	3,191	3,487	3,748

18 (b) Beginning July 1, 1989, and ending June 30, 1992, the following monthly  
 19 salary schedule shall be phased in for certified personnel of the public schools who are  
 20 classified as "G"teachers. The schedule contains 30 steps with each step corresponding  
 21 to one year of teaching experience.

22	Yrs.	1988-89	1989-90	1990-91	1991-92
23	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
24	0	\$2,003	\$2,059	\$2,105	\$2,153
25	1	2,003	2,134	2,147	2,196
26	2	2,003	2,152	2,241	2,239
27	3	2,003	2,170	2,273	2,352
28	4	2,100	2,188	2,306	2,399
29	5	2,196	2,267	2,339	2,447
30	6	2,196	2,346	2,404	2,496
31	7	2,196	2,366	2,469	2,546
32	8	2,295	2,386	2,505	2,597
33	9	2,295	2,468	2,541	2,649
34	10	2,295	2,489	2,609	2,702
35	11	2,295	2,510	2,647	2,756
36	12	2,400	2,531	2,685	2,811
37	13	2,516	2,619	2,724	2,867
38	14	2,516	2,714	2,798	2,924
39	15	2,640	2,736	2,875	2,983
40	16	2,640	2,837	2,916	3,043
41	17	2,765	2,861	2,998	3,103
42	18	2,765	2,963	3,042	3,165
43	19	2,902	2,988	3,125	3,229
44	20	2,902	3,099	3,170	3,293

1	21	3,043	3,124	3,259	3,359
2	22	3,043	3,239	3,306	3,426
3	23	3,043	3,265	3,399	3,495
4	24	3,043	3,293	3,447	3,565
5	25	3,043	3,321	3,497	3,636
6	26	3,043	3,349	3,548	3,709
7	27	3,043	3,378	3,600	3,783
8	28	3,043	3,408	3,652	3,859
9	29+	3,043	3,438	3,706	3,936

10 (c) At the end of the phase-in period, June 30, 1992, the "A" and  
 11 "G" schedules provide for a two percent (2%) cumulative increase after each step, except  
 12 between the third and fourth years of experience. Teachers who complete the three-year  
 13 probationary period shall receive a five percent (5%) increase between the third and  
 14 fourth years.

15 (d) Teachers shall be placed on the applicable salary schedule based on years of  
 16 experience and shall receive the salary increases necessary to bring them to the  
 17 appropriate level on the schedule.

18 Sec. 2. (a) Effective July 1, 1991, the following monthly salary schedule shall  
 19 be applicable to certified personnel of the public schools who are classified as  
 20 "administrators." The schedule contains 14 salary grades and 25 steps with each step  
 21 corresponding to one year's experience.

22 Salary Grade

23 Yrs.

24	<u>Exp.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
25	1	\$2,702	\$2,810	\$2,922	\$3,039	\$3,161	\$3,287	\$3,418
26	2	2,756	2,866	2,981	3,100	3,224	3,353	3,487
27	3	2,811	2,923	3,040	3,162	3,288	3,420	3,557
28	4	2,952	3,070	3,193	3,321	3,454	3,592	3,736
29	5	3,011	3,131	3,256	3,386	3,521	3,662	3,808
30	6	3,071	3,194	3,322	3,455	3,593	3,737	3,886
31	7	3,132	3,257	3,387	3,522	3,663	3,810	3,962
32	8	3,195	3,323	3,456	3,594	3,738	3,888	4,044
33	9	3,259	3,389	3,525	3,666	3,813	3,966	4,125
34	10	3,324	3,457	3,595	3,739	3,889	4,045	4,207
35	11	3,390	3,526	3,667	3,814	3,967	4,126	4,291
36	12	3,458	3,596	3,740	3,890	4,046	4,208	4,376
37	13	3,527	3,668	3,815	3,968	4,127	4,292	4,464
38	14	3,598	3,742	3,892	4,048	4,210	4,378	4,553
39	15	3,670	3,817	3,970	4,129	4,294	4,466	4,645
40	16	3,743	3,893	4,049	4,211	4,379	4,554	4,736
41	17	3,818	3,971	4,130	4,295	4,467	4,646	4,832
42	18	3,894	4,050	4,212	4,380	4,555	4,737	4,926
43	19	3,972	4,131	4,296	4,468	4,647	4,833	5,026
44	20	4,051	4,213	4,382	4,557	4,739	4,929	5,126

		4,132	4,297	4,469	4,648	4,834	5,027	5,228
1	21	4,132	4,297	4,469	4,648	4,834	5,027	5,228
2	22	4,215	4,384	4,559	4,741	4,931	5,128	5,333
3	23	4,299	4,471	4,650	4,836	5,029	5,230	5,439
4	24	4,385	4,560	4,742	4,932	5,129	5,334	5,547
5	25	4,473	4,652	4,838	5,032	5,233	5,442	5,660
6		<u>Salary Grade</u>						
7	Yrs.							
8	<u>Exp.</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
9	1	\$3,555	\$3,697	\$3,845	\$3,999	\$4,159	\$4,325	\$4,498
10	2	3,626	3,771	3,922	4,079	4,242	4,412	4,588
11	3	3,699	3,847	4,001	4,161	4,327	4,500	4,680
12	4	3,885	4,040	4,202	4,370	4,545	4,727	4,916
13	5	3,960	4,118	4,283	4,454	4,632	4,817	5,010
14	6	4,041	4,203	4,371	4,546	4,728	4,917	5,114
15	7	4,120	4,285	4,456	4,634	4,819	5,012	5,212
16	8	4,206	4,374	4,549	4,731	4,920	5,117	5,322
17	9	4,290	4,462	4,640	4,826	5,019	5,220	5,429
18	10	4,375	4,550	4,732	4,921	5,118	5,323	5,536
19	11	4,463	4,642	4,828	5,021	5,222	5,431	5,648
20	12	4,551	4,733	4,922	5,119	5,324	5,537	5,758
21	13	4,643	4,829	5,022	5,223	5,432	5,649	5,875
22	14	4,735	4,924	5,121	5,326	5,539	5,761	5,991
23	15	4,831	5,024	5,225	5,434	5,651	5,877	6,112
24	16	4,925	5,122	5,327	5,540	5,762	5,992	6,232
25	17	5,025	5,226	5,435	5,652	5,878	6,113	6,358
26	18	5,123	5,328	5,541	5,763	5,994	6,234	6,483
27	19	5,227	5,436	5,653	5,879	6,114	6,359	6,613
28	20	5,331	5,544	5,766	5,997	6,237	6,486	6,745
29	21	5,437	5,654	5,880	6,115	6,360	6,614	6,879
30	22	5,546	5,768	5,999	6,239	6,489	6,749	7,019
31	23	5,657	5,883	6,118	6,363	6,618	6,883	7,158
32	24	5,769	6,000	6,240	6,490	6,750	7,020	7,301
33	25	5,886	6,121	6,366	6,621	6,886	7,161	7,447

(b) Effective July 1, 1991, the following monthly salary schedule shall be applicable to administrators holding a degree above that required for the position. The schedule contains 14 salary grades and 25 steps with each step corresponding to one year's experience.

		<u>Salary Grade</u>						
	Yrs.							
	<u>Exp.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
40	0							
41	1	\$2,837	\$2,951	\$3,068	\$3,191	\$3,319	\$3,451	\$3,589
42	2	2,894	3,009	3,130	3,255	3,385	3,521	3,661
43	3	2,952	3,069	3,192	3,320	3,452	3,591	3,735

1	4	3,100	3,224	3,353	3,487	3,627	3,772	3,923
2	5	3,162	3,288	3,419	3,555	3,697	3,845	3,998
3	6	3,225	3,354	3,488	3,628	3,773	3,924	4,080
4	7	3,289	3,420	3,556	3,698	3,846	4,001	4,160
5	8	3,355	3,489	3,629	3,774	3,925	4,082	4,246
6	9	3,422	3,558	3,701	3,849	4,004	4,164	4,331
7	10	3,490	3,630	3,775	3,926	4,083	4,247	4,417
8	11	3,560	3,702	3,850	4,005	4,165	4,332	4,506
9	12	3,631	3,776	3,927	4,085	4,248	4,418	4,595
10	13	3,703	3,851	4,006	4,166	4,333	4,507	4,687
11	14	3,778	3,929	4,087	4,250	4,421	4,597	4,781
12	15	3,854	4,008	4,169	4,335	4,509	4,689	4,877
13	16	3,930	4,088	4,251	4,422	4,598	4,782	4,973
14	17	4,009	4,170	4,337	4,510	4,690	4,878	5,074
15	18	4,089	4,253	4,423	4,599	4,783	4,974	5,172
16	19	4,171	4,338	4,511	4,691	4,879	5,075	5,277
17	20	4,254	4,424	4,601	4,785	4,976	5,175	5,382
18	21	4,339	4,512	4,692	4,880	5,076	5,278	5,489
19	22	4,426	4,603	4,787	4,978	5,178	5,384	5,600
20	23	4,514	4,695	4,883	5,078	5,280	5,492	5,711
21	24	4,604	4,788	4,979	5,179	5,385	5,601	5,824
22	25	4,697	4,885	5,080	5,284	5,495	5,714	5,943
23		<u>Salary Grade</u>						
24	Yrs.							
25	<u>Exp.</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
26	0							
27	1	\$3,733	\$3,882	\$4,037	\$4,199	\$4,367	\$4,541	\$4,723
28	2	3,807	3,960	4,118	4,283	4,454	4,633	4,817
29	3	3,884	4,039	4,201	4,369	4,543	4,725	4,914
30	4	4,079	4,242	4,412	4,589	4,772	4,963	5,162
31	5	4,158	4,324	4,497	4,677	4,864	5,058	5,261
32	6	4,243	4,413	4,590	4,773	4,964	5,163	5,370
33	7	4,326	4,499	4,679	4,866	5,060	5,263	5,473
34	8	4,416	4,593	4,776	4,968	5,166	5,373	5,588
35	9	4,505	4,685	4,872	5,067	5,270	5,481	5,700
36	10	4,594	4,778	4,969	5,167	5,374	5,589	5,813
37	11	4,686	4,874	5,069	5,272	5,483	5,703	5,930
38	12	4,779	4,970	5,168	5,375	5,590	5,814	6,046
39	13	4,875	5,070	5,273	5,484	5,704	5,931	6,169
40	14	4,972	5,170	5,377	5,592	5,816	6,049	6,293
41	15	5,073	5,275	5,486	5,706	5,934	6,171	6,418
42	16	5,171	5,378	5,593	5,817	6,050	6,292	6,544
43	17	5,276	5,487	5,707	5,935	6,172	6,419	6,676
44	18	5,379	5,594	5,818	6,051	6,294	6,546	6,807

1	19	5,488	5,708	5,936	6,173	6,420	6,677	6,944
2	20	5,598	5,821	6,054	6,297	6,549	6,810	7,082
3	21	5,709	5,937	6,174	6,424	6,681	6,949	7,227
4	22	5,823	6,056	6,299	6,551	6,813	7,086	7,370
5	23	5,940	6,177	6,424	6,681	6,949	7,227	7,516
6	24	6,057	6,300	6,552	6,815	7,088	7,371	7,666
7	25	6,180	6,427	6,684	6,952	7,230	7,519	7,819

Salary Grades

- 9 Grade 1 Psychologist; Observer/Evaluator
- 10 Grade 2 Assistant Principal; Program Consultant
- 11 Grade 3 Program Coordinator
- 12 Grade 4 Principal (Up to 300 ADM)
- 13 Grade 5 Principal (301 to 600 ADM), Program Director
- 14 Grade 6 Principal (601 to 900 ADM)
- 15 Grade 7 Principal (901 to 1200 ADM); Assistant Superintendent
- 16 Grade 8 Principal (1201 to 1500 ADM); Associate Superintendent (Up to
- 17 20,000 ADM); Superintendent (Up to 1500 ADM)
- 18 Grade 9 Principal (1500+ ADM); Associate Superintendent (20,000+
- 19 ADM); Superintendent (1501 to 5000 ADM)
- 20 Grade 10 Superintendent (5001 to 10,000 ADM)
- 21 Grade 11 Superintendent (10,001 to 20,000 ADM)
- 22 Grade 12 Superintendent (20,001 to 30,000 ADM)
- 23 Grade 13 Superintendent (30,001 to 50,000 ADM)
- 24 Grade 14 Superintendent (50,000+ ADM)

25 (c) The salary schedules for administrators provide for a two percent (2%)  
 26 cumulative increase after each step, except between the third and fourth years of  
 27 experience. Administrators who complete the three-year probationary period shall  
 28 receive a 5% increase between years three and four.

29 (d) In fiscal years 1989-90, 1990-91, and 1991-92, administrators shall receive a  
 30 percentage increase equal to the weighted average increase given to teachers under the  
 31 provisions of this act. The dollar amount of the increase in each year shall be figured on  
 32 the individual administrator's base salary, plus longevity if applicable. At the end of the  
 33 phase-in, 1991-92, administrators shall be placed on the appropriate salary schedule by  
 34 grade and step. Salary grade shall be determined according to the position held. Within  
 35 grade, administrators shall be placed in the step equal to or next higher than their 1991-  
 36 92 salaries.

37 Sec. 3. The new salary schedules for teachers and administrators include  
 38 compensation for longevity service as follows: one and one-half percent (1.50%) of  
 39 gross annual salary for the 10-14 year service interval, two and one-fourth percent  
 40 (2.25%) of gross annual salary for the 15-19 year service interval, three and one-fourth  
 41 percent (3.25%) of gross annual salary for the 20-24 year service interval, and four and  
 42 one-half percent (4.50%) of gross annual salary for the 25-30 year service interval.  
 43 Effective July 1, 1989, payments for longevity service shall no longer be made as  
 44 additions to annual salary.

1           Sec. 4. Effective July 1, 1989, all noncertified public school employees shall  
2 receive a 5% across-the-board increase. There is further established a one percent (1%)  
3 salary reserve to be administered by the State Superintendent of Public Instruction to  
4 reclassify noncertified employees, to the extent possible, commensurate with the level  
5 of the State Employees' Salary Plan for comparable positions.

6           Sec. 5. The State Board of Education shall adopt rules and regulations  
7 necessary to implement this act.

8           Sec. 6. There is appropriated from the General Fund to the Department of  
9 Public Education the sum of one hundred forty-eight million five hundred twenty-nine  
10 thousand nine hundred fifty-nine dollars (\$148,529,959) for the 1989-90 fiscal year and  
11 the sum of three hundred four million five hundred forty-six thousand seven hundred  
12 ninety-five dollars (\$304,546,795) for the 1990-91 fiscal year to be used for the  
13 implementation of this act.

14           Sec. 7. This act shall become effective July 1, 1989.